



U.S. ELECTION ASSISTANCE COMMISSION
1225 New York Ave. NW – Suite 1100
Washington, DC 20005

Commission Votes to Terminate CIBER Interim Accreditation

For Immediate Release
June 13, 2007

Contact: Jeannie Layson
Bryan Whitener
(202) 566-3100

WASHINGTON – The U.S. Election Assistance Commission (EAC) has voted to terminate CIBER Incorporated's application for interim accreditation as a voting system test laboratory. The interim accreditation process was terminated due to CIBER's failure to notify EAC of key staff changes, a requirement under EAC's interim program. Correspondence regarding this issue as well and CIBER assessment reports are available at www.eac.gov.

"CIBER is no longer under consideration for interim accreditation," said EAC Chair Donetta Davidson. "Just like our partners at the National Institute of Standards and Technology, we were asking for a lot of information from these labs. And we should.

"I encourage CIBER and all other test labs applying for the full program under NIST to follow its requirements very closely."

The Help America Vote Act (HAVA) of 2002 mandates that EAC assume responsibility for accrediting voting system test laboratories and certifying voting equipment. The full accreditation program follows the procedures mandated by HAVA, which includes review of the labs by the National Institute of Standards and Technology (NIST), through its National Voluntary Laboratory Accreditation Program (NVLAP). NIST then provides recommendations to the EAC regarding laboratory accreditation. After receiving recommendations from NIST, EAC conducts additional reviews to address non-technical issues such as conflict of interest policies, organizational structure, and recordkeeping protocols. For more information about the NIST/NVLAP accreditation process and to view related documents, visit www.vote.nist.gov.

The Commission accredited iBeta Quality Assurance and SysTest Labs at a public meeting in February 2007. These were the first two labs recommended by NIST to test voting systems against both the 2002 Voting System Standards and the 2005 Voluntary Voting System Guidelines.

EAC's interim laboratory accreditation program was put in place until NIST delivered its first list of recommended labs for the full accreditation program, a process mandated by HAVA. The Commission's decision to not grant interim accreditation to CIBER does not mean it has been "decertified." CIBER received accreditation in the past from the National Association of State Election Directors (NASD), which is not a federal government entity, and still retains its NASD accreditation. CIBER's application to EAC's interim program was the first time it had sought accreditation from the federal government. Labs that received interim accreditation were only qualified to test to 2002 voting system standards, not the 2005 voluntary voting system guidelines.

Timeline of Events

- **August 2005** – At a public meeting in Denver, Commission adopts staff recommendation for interim accreditation program for test labs. As part of the program, the three Independent Test Laboratories (CIBER, SysTest and Wyle) will be invited to apply for interim accreditation. Program will follow NVLAP procedures. Meeting was webcast.
- **June & July 2006** – Assessments of CIBER, SysTest and Wyle are conducted.
- **August 2006** – SysTest and Wyle receive interim accreditation. CIBER does not; EAC evaluation continues.
- **September 2006** – Public and stakeholders notified about labs that received interim accreditation via newsletter and information posted on website.
- **September 2006** – EAC notifies CIBER of nonconformities in record keeping and resource allocation.
- **October 2006** – Interim labs SysTest and Wyle testify at public meeting in Washington, D.C. Meeting was webcast.
- **December 2006** – Follow up assessment conducted at CIBER.
- **December 2006** – EAC adopts voting system certification program at a public meeting in Washington, D.C.
- **January 2007** – EAC issues statement regarding political activities by voting machine manufacturers and test labs.
- **January 2007** – NIST recommends two labs for full accreditation. Public and stakeholders notified and information posted on website.
- **January 2007** – CIBER responds to December assessment findings. Many items still “to be determined.”
- **January 2007** – CIBER releases interim accreditation documents to a third party. EAC posts documents and correspondence on website.
- **February 2007** – Commission votes to stop accepting applications for interim program at a public meeting in Washington, D.C. CIBER given until March 5, 2007 to resolve outstanding issues. Public and stakeholders notified and information posted on website.
- **February 2007** – Commission accredits iBeta Quality Assurance and SysTest Labs under the full accreditation program at a public meeting in Atlanta, GA. Public and stakeholders notified and information posted on website.
- **February 2007** – CIBER provides additional information.
- **May 2007** – EAC learns through a third party of key staff changes at CIBER.
- **June 2007** – Commission votes to terminate CIBER interim accreditation application.

Meeting agendas, notices, transcripts and testimony about the temporary and full test laboratory programs are available at www.eac.gov. Updates are also provided through EAC’s electronic newsletter. To subscribe, email HAVAinfo@EAC.gov.

EAC is an independent bipartisan commission created by HAVA. It is charged with administering payments to states and developing guidance to meet HAVA requirements, implementing election administration improvements, adopting voluntary voting system guidelines, accrediting voting system test laboratories and certifying voting equipment and serving as a national clearinghouse and resource of information regarding election administration. The four EAC commissioners are Donetta Davidson, chair; Rosemary Rodriguez, vice chair; Caroline Hunter; and Gracia Hillman.

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U.S. ELECTION ASSISTANCE COMMISSION
1225 NEW YORK AVENUE, N.W., SUITE 1100
WASHINGTON, D.C. 20005

OFFICE OF THE CHAIR

BEFORE THE ELECTION ASSISTANCE COMMISSION

In the Matter of)
)
Approval to Terminate the Review of Ciber's)
Application under EAC Interim Laboratory)
Accreditation Program)
)

CERTIFICATION

I, Donetta Davidson, Chair of the Election Assistance Commission, do hereby certify that on June 11, 2007 the Commission decided by a vote of 4-0. The following action(s) were taken:

1.

I recommend that the Commission vote to terminate the review of CIBER's application under EAC Interim Laboratory Accreditation Program and to approve the attached letter informing CIBER of the reasons for this action. In addition, I recommend that the Commission cause the letter to be posted on the EAC web site for the public record.

Commissioners Davidson, Hillman, Hunter and Rodriguez voted affirmatively for the decision.

Attest:

June 12, 2007
Date

Donetta Davidson
Donetta Davidson
Chair



U.S. ELECTION ASSISTANCE COMMISSION
1225 NEW YORK AVENUE, N.W., SUITE 1100
WASHINGTON, D.C. 20005

OFFICE OF THE CHAIR

June 13, 2007

Mr. Wally Birdseye
Chairman of the Executive Management Steering Committee
For the Huntsville Voting Practice
CIBER, Inc.
7900 Westpark Drive, Suite A515
McLean, VA 22102

Dear Mr. Birdseye:

This letter responds to your May 15, 2007 correspondence in which you address the U.S. Election Assistance Commission's (EAC) query regarding an unreported change in key laboratory staffing. Your letter confirms that CIBER has replaced both its Voting Practice Director and Project Manager.

Based upon the resumes attached to your correspondence, the replacement Practice Director and Project Manager assumed their new positions in October, 2006. These personnel changes represent significant changes in laboratory conditions and practices which you were required to submit to the EAC within the 30 days. This requirement was specified in the Laboratory Conditions and Practices Certification signed by your organization on December 21, 2005.¹ Unfortunately, EAC learned about your laboratory's changes in key staff positions from a third party. This represents a violation of the conditions and practices as certified by your laboratory.

In a letter dated February 1, 2007, you were informed that you had until March 5, 2007 to provide to the EAC all information required to address the deficiencies identified by our laboratory assessor. Our assessor was in the final stages of his review of your response when we learned of the material change in your laboratory conditions. Based upon your letter, this change was known to you well before March 5, 2007. The changes in staffing

¹ **Material Changes.** I certify that the laboratory will notify the EAC in writing within thirty (30) calendar days if there are any significant changes in laboratory operations from what the Laboratory described in any assertion that served as the basis for its NASED accreditation, or from any assertions that will serve as the basis for its interim EAC accreditation. Examples of events that require written notification include, but are not limited to: a Laboratory's decision to withdraw from the EAC's testing program, changes in ownership of the Laboratory, a change in location of the Laboratory facility, personnel changes in key staff positions or any change that would affect the accuracy of any of the numbered affirmations contained in this Certification.

presented additional information relevant to your accreditation and were required to be submitted before the March 5th deadline.

Finally, as you know, the EAC Commissioners voted to close the interim accreditation program under which you are seeking accreditation on February 8, 2007. This interim program served only to temporarily accredit test laboratories to conduct testing to the 2002 VSS. Ultimately, the EAC will cease certifying full voting systems to the 2002 VSS in December of this year, a mere six months from now. Continuing to utilize EAC's limited resources to accredit CIBER solely to a soon to be obsolete standard under a defunct interim accreditation program adds little value to EAC's certification program. This conclusion is made even more poignant when you consider that the EAC now has an established permanent accreditation program to accredit laboratories using NIST/ National Voluntary Laboratory Accreditation Program (NVLAP) as required by the Help America Vote Act. CIBER is, in fact, an applicant in this program.

For the reasons stated above, EAC will no longer process your accreditation application through its terminated interim accreditation program. The EAC will forward copies of our assessment reports and your submissions to NIST NVLAP.

Sincerely,



Donetta Davidson,
Chair

CIBER, Inc.
7900 Westpark Drive
Suite A515
McLean, VA 22102

703-610-6400
Fax: 703-610-6465
www.ciber.com

May 15, 2007

Mr. Brian Hancock
Director of Voting System Certification
Election Assistance Commission
1225 New York Ave Suite 1100
Washington, D.C. 20005.

Dear Mr. Hancock:

According to NIST Handbook 150-22 and our own policies and procedures, we would like to inform you of two personnel changes in our Huntsville Voting Practice. These changes include:

- Replacing Shawn Southworth, Practice Director, with Kelly Rohacek
- Replacing Jack Cobb, Project Manager, with Vic Daily

The resumes for Ms. Rohacek and Mr. Daily are attached. The roles and responsibilities for these positions include:



Practice Director. Responsible for ensuring applicable Federal standards and ITA-specific processes and standards are followed, and all corrective actions are addressed. Defines the organization and day-to-day management structure of the laboratory, the relationships between quality management, technical operations and support services. Responsible for overall technical organization and the provisioning of resources within the ITA. Responsible for reporting resources to the Business Unit Leader (BUL) in order to gain additional resources, as necessary. Appoints acting QA Manager in the absence of primary QA Manager and assumes QA/CM responsibilities until the position is filled.

Project Manager. Manages assigned projects: cost, performance, schedules. Structures project to reduce risk and ensure affordability. Provides milestones to the ITA Practice Director and directs activities of functional representatives and project leads. Uses tailored test methods for each project and successfully communicates ITA concepts and directives to technical staff. Communicates directly with task customers to ensure expectations and identify potential issues. Acts as ITA Practice Director in the absence of the Director.

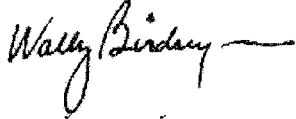
The contact information for these two individuals is as follows:

Kelly Rohacek -	krohacek@ciber.com
Vic Daily -	vdaily@ciber.com

CIBER, Inc.
7900 Westpark Drive
Suite A515
McLean, VA 22102

703-610-6400
Fax: 703-610-6465
www.ciber.com

Sincerely,



Chairman of the Executive Management Steering Committee for the Huntsville
Voting Practice

cc: Jon Crickenberger, Information & Technology Security Program
Manager, NIST/NVLAP
Mac Slingerland, CIBER Chief Executive Officer
Reid Spearman, CIBER Quality Assurance Manager

Encl: Kelly Rohacek Resume
Vic Daily Resume

ciber

Ms. Rohacek is a Practice Director/Senior Project Manager professional with expertise in Banking, Information Technology (IT), Manufacturing, Supply Chain, and Defense and Aerospace programs. She serves as the ITA Practice Director and is responsible for ensuring that applicable Federal Standards and ITA processes are followed. She has seventeen years of proven management expertise with a strong business sense for converting business needs into development solutions. She has strong communication skills and is diligent to follow up on open issues.

TECHNICAL EXPERIENCE

Software/Tools: MS Project 98/2000/2003 ; Niku/Clarity, Primavera/Team Play, Lawson/Account 4, Planview/5.3 and 7.2, time tracking, project portfolio, and reporting; WBS Chart Pro, Microsoft suite; Lotus Notes office suite; Mercury Test Tool, Aristotle, Sharepoint, Clear Quest, RUP, PVCS.

Systems: Windows, AS400.

Databases: Oracle.

PROFESSIONAL EXPERIENCE

CIBER ITA, (Huntsville, AL)

10/06 – Present

Practice Director/Sr. Program Manager

Project Management and Practice Director responsibilities for the Independent Testing Authority division at the Huntsville location. Currently logging full time project management hours in testing and human resource team relations by performing:

- Client interaction with the State Board of Elections for New York.
- Vendor interface with 6 vendors and 4 testing organizations of WYLE, CIBER Security, NYSTEC and Business Objective Services (BOS)
- Project Manager for 8/10 employee conducting functional and system level testing, TDP and Source code reviews for voting systems.

SANMINA SCI, (Huntsville, AL)

12/05 – 10/06

Program Manager /IPT Lead

Managed "build to print" programs in the Defense and Aerospace division of Sanmina – SCI. Completed 1440 hours in project initiation, planning, execution, and control by;

- High level performance in the Program Managers role for a 37M program of In Flight Entertainment (IFE) products for an Avionics customer – France and US, managing two of the five products
- Promoted to Program Manager with in three months by learning the manufacturing industry, its standards and processes as an ITP Lead.
- Lead New Product Implementation (NPI) team's in preparation for new electronic product induction. Planned, executed and controlled "build to print" schedules at the manufacturing, supply chain- material planning, and change controls levels of the program.

NATIONAL CITY BANK, (Cleveland, OH)

7/04 – 11/05

Senior Project Manager

Managed the installation of large integrated projects for loan origination in the Lending Portfolio of National City's IS organization. Completed 1920 hours in project initiation, planning, execution, control and closure by applying;

- The application and management of iterative development using Fusion /Agile methodology and coordinating it with the life cycle of waterfall methodology.
- Managed a 4.5M National Home Equity broker on line origination system development project.
- Coordinated and lead the project through initiation, project approval and the first two releases of five and then successfully transitioned future releases with the sustaining Project Manager.
- Managed the implementation of a 2.5M Loan Express system for a best in class initiative.
- Managed a 1.3 M project for the new business venture of on-line loan applications with Lending Tree. Participated on the board of reviews as a subject matter expert for the new project office rewrites of processes and new methodologies for project management.

ROBERT HALF CONSULTING, (Cleveland, OH)

6/03 – 7/04

Senior Project Manager

Managed strategic initiatives and the installation of integrated systems. Completed 2040 hours in RFP processes, project initiation, and full project life cycle management for the clients of Key Bank and National City by;

- Successfully and quickly creating the schedule and demonstration of the Request for Proposal (RFP) process and defined process attributes.
- Coordinating demonstrations and sandbox sessions for product understanding.
- Created financial proposals that included vendor package and labor costs.
- Learned and applied the new roll out of Rational Unified Process Methodologies and tools with an in-flight project team.
- Successfully managed an infrastructure project through the redesigning of an external and internal network solution.
- Performed and planned validations and test strategies with the RUP methodologies using Clear Quest, Test Manager and Rational Rose tools.

HANDLEMAN COMPANY, (Troy, MI)
Senior Project Manager

4/01 – 4/03

Managed teams in project activities with staff ranging up to 30 team members Completed 2,800 hours in Project Management practices by;

- Successfully installing major projects such as a new multi-million dollar sorter, new business system implementation into Canada, Oracle 3.06/11i upgrade, Discreet Order system and the ERP Oracle solution.
- Lead international projects in England, Canada, Mexico, Puerto Rico, and the Virgin Islands working with diverse cultures and business practices to achieve corporate goals.
- Introduced new processes of Project Management PMI and Software development guidelines (SDLC) as a member of the SEPG committee, ensuring adherence to methodology standards.
- Managed teams in requirement gathering, development, validation and testing, implementation and deployment.
- Awarded the "Caught in the Act of Excellence". Awarded twice for strategic project installations
- Demonstrated practices in estimating, budget, and financial tracking of projects.
- Certified/participation in quality concepts, tracking and application of the project life cycle.

MICHIGAN NATIONAL BANK, (Lansing, MI)
Project Office Manager

7/99 – 3/01

Incorporated and lead the induction of a Project Office into the IT division of Michigan National operations center. Completed 1850 hours in Project Management practices managing a staff of five that supported the project office time tracking and project portfolio business by;

- Training and managing compliance of the CMM and Methodology rollout in IT
- Supporting the strategic vision of system development through holding an active position on the board of project initiatives
- Lead the introduction and training of Risk Management rollout in IT
- Implemented processes for Quality Assurance teams using the Mercury Automated tool for validation and test scripting. (customized process for Michigan)
- Presented a project management concept to students of the University of Namibia, Africa.
- Lead the planning effort and implemented the business plan model for management of IT System Solutions division
- Achieved CMM level three award by implementing business practice improvements in the project office and through out the IT divisions
- Implemented the Quality Management and assurance models to the development staff through training and process presentations
- Preformed the instruction and implementation of the time tracking tool - Primavera Team Play, retiring the Niku / ABT workbench product from production

NATIONAL CITY / FIRST OF AMERICA, (Kalamazoo, MI)

6/89 – 6/99

Project Manager II 1996-1999

Managed 12 programmers of the Special Projects Force and completed 4120 hours in Project Management practices by;

- Successfully managing multiple projects related to the year 2000 preparations.
- Lead the conversion of Desk Top applications for Lotus/Ami Pro to Microsoft Word/Excel office suites
- Performed /planned validations in unit, system, integration, production readiness, and end user testing
- Lead the consolidation efforts of the Project Office of First of America and National City

Business Analyst 1989-1996

- Successfully implemented small project work and gained project leadership responsibilities by completing 3250 hours of Project Management practice by;
- Coordinating all project work for the Hogan systems by priority and business needs
- Leading requirements gathering and feasibility studies in the initiation and requirements phase of the project life cycle
- Performing/executing test plans and validations in unit, system, integration, production readiness, and end user testing for Hogan system
- Using and applying Project Management practices as a junior project manager and moving into a senior project manager's role.

Mr. Daily is a Senior Software Engineer performing as the ITA Project Manager with over 12 years experience specializing in certification, support and deployment of technical software applications. He manages assigned projects, costs, and schedules associated with ITA projects. In this role he provides milestones to the ITA Practice Director. He is a self-motivated team member possessing excellent interpersonal and communication skills. He is familiar with ISO 9000 and CMM methodology. He creates Master Test Plan, Detailed Test Plans, System Test Plans and TDP reviews under the direct supervision of the ITA Practice Director.

EDUCATION, CERTIFICATIONS & TRAINING

B.S. in Industrial Operations, Auburn University, Auburn, Alabama, March 1984

Microsoft Certified Professional - 2000

TECHNICAL EXPERIENCE

Software/Tools: MS Project, JTS, Smartplant 3D, JEDMICS
Systems: VAX/VMS, Unix, Solaris, MS Windows, DOS
Databases: Working knowledge of Oracle, SQL Server and MS Access

PROFESSIONAL EXPERIENCE

CIBER Inc, Huntsville, Alabama

2006 – Present

ITA Consultant, Program Manager

Technical manager for an 8 person team tasked with evaluating five voting machine vendors for the New York State Board of Elections (NYSBOE). Responsibilities include creating a Master Test Plan, Detailed Test Plans, System Test Plans and TDP review. Currently, also responsible for interfacing with hardware ITA, Voting Machine Vendors and NYSBOE and verify test plans conform to the 2005 Voting Requirements. Additional duties include coordinating the team for a two week System Level Test to be conducted in Albany, New York.

Intergraph Corporation, Huntsville, Alabama

1994 – 2006

Senior Software Engineer, 1997 – 2006

Responsible for software certification and validation of Intergraph's SmartPlant 3D application software. Develop and execute formal test plans which correspond to detailed software specifications. Document findings during testing and submit detailed program change requests and trouble reports to software developers. Retest software before deployment to verify conformance to customer's expectations.

Provide support and direct interface with customers to coordinate on-site deployment of complete operating system and application software.

Senior Software Engineer, 1994 – 1997

System implementation specialist of the U.S. Army's Digital Storage and Retrieval Data System (DSREDS) and Joint Engineering Data Management System (JEDMICS). Responsible for configuring UNIX, Windows NT and IBM PC (DOS / Windows) hardware to various software platforms. Edited vector and digital data utilizing Intergraph application software conforming to MIL-STD-1840B file standards. Provided technical support to MICOM user base in addition to eight additional Army installations.

Sverdrup Technology, Huntsville, Alabama
Mechanical Designer

1989 - 1993

Utilized Intergraph's Engineering Modeling Software (I/EMS) to support NASA's Marshall Space Flight Center Science & Engineering Directorate. Design tasks ranged from intricate man-rated flight hardware to large structural steel components. Duties included performing conceptual design, three dimensional modeling, two dimensional detailing, interference checking, extracting mass properties, stress analysis, trade studies, producibility and procurement for all design tasks. All final drawings conformed to standards, DOD-D-1000B, DOD-STD-100C, MSFC-STD-555B and ANSI Y14.5M.

Recipient of two Extra Miler Awards in 1990 and 1992 for exceptional job performance.